DoD VPP CX

Development, Validation, Implementation and Enhancement of a Voluntary Protection Programs Center of Excellence (VPP CX) Capability for Department of Defense (DoD)

Voluntary Protection Programs (VPP) 101

DoD Lead Agent:
Office of the Assistant Secretary of the Army (Installations and Environment)

Department of Defense Voluntary Protection Programs Center of Excellence

Operated by:
CTC Concurrent Technologies Corporation

Objectives

After this presentation you will be able to:

- State the background information on VPP
- Outline VPP Star
- Discuss VPP benefits and current statistics
- List current participants in VPP
- Define the four parts of the VPP process
- Define the role of Leadership in supporting VPP.

What is VPP?

- VPP benchmarks against world class safety and health programs; recognizes performance:
  - OSHA established recognition program in 1982
  - Recognizes worksites that demonstrate exemplary safety perform
  - Beyond compliance
  - Impact measured in billio
  - 1700 worksites.

VPP Star

- VPP Star Site:
  - Highest level of recognition
  - All VPP requirements met
  - Key program requirements in effect at least one year
  - Rates below the national average.

Voluntary Protection Programs
An OSHA Cooperative Program

VPP Background

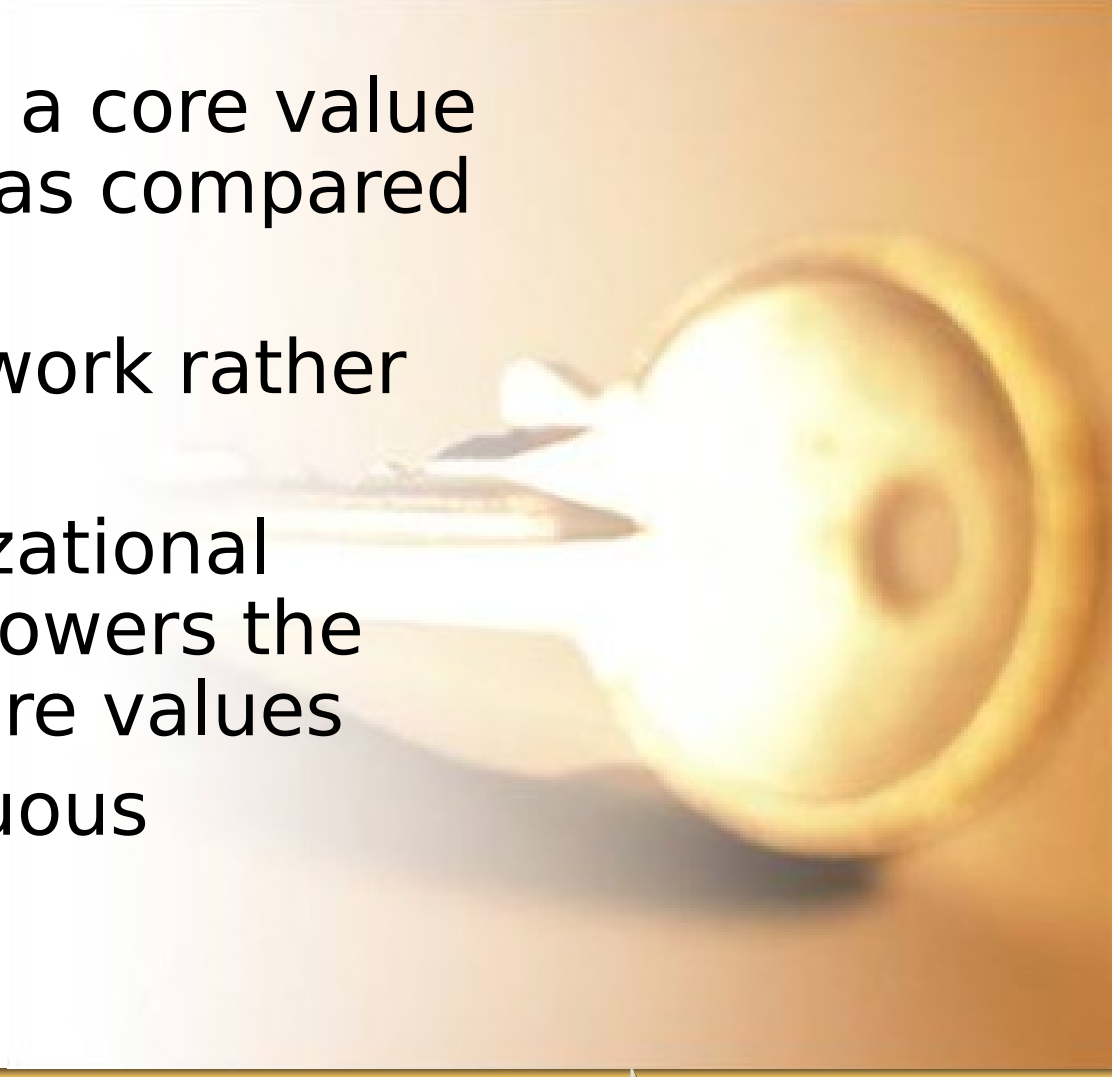
- Preventable injuries and illnesses cost the DoD an estimated $10 to $21 billion annually, according to the National Safety Council.

"World class organizations don't accept preventable mishaps"

- Secretary of Defense 2003

Keys to Success in VPP

- Promote safety as a core value in everyday work as compared to a priority
- Establish a framework rather than a “to do list”
- Determine organizational values which empowers the culture and the core values
- Commit to continuous improvement.



VPP Benefits

- The average VPP worksite has a Days Away, Restricted or Transferred (DART) case rate 52% below the average for its industry.
- Fewer injuries and illnesses mean greater cost savings as worker's compensation premiums and other costs plummet.
  - Lower worker's compensation costs (20+%/yr)
  - Positive Return on Investment (ROI) (150+%)

VPP Benefits

- Promotes a partnership between management, workers and OSHA
- Shares ownership in safety and health responsibilities
- Provides greater protection witho significantly increasing resource requirements
- Reduces off-the-job injuries and illnesses
- Benefits translate to military worksites.

VPP Statistics

DoD VPP Successes

Puget Sound Naval Shipyard, WA (2006)
Portsmouth Naval Ship Yard, NH (2005)
(GOCO) Umatilla Chemical Agent Disposal Facility Umatilla, OR (2006)
National Security Agency - SSD Fort Meade, MD (2006)
Tobyhanna Army Depot, PA (1999)
National Security Agency - MTSO Fort Meade, MD (2005)
(GOCO) - Rocky Mountain Arsenal Commerce City, CO
Norfolk Naval Shipyard, VA (2006)
(GOCO) Anniston Chemical Agent Disposal Facility Anniston, AL (2006)
Charleston Naval Weapons Station, SC (2007)
Naval Shipyard Pearl Harbor, HI (Pending)
Naval Submarine Base , Kings Bay GA (2006)
Nine Star Sites
One Demonstration Site
One Merit Site
One Pending Decision on Status

VPP CX Support of DoD

- The DoD VPP CX supports over ninety VPP pilot sites across the DoD.
- The DoD VPP CX will:
  - Assess maturity of existing safety management system
  - Develop and transfer tools and training aids
  - Provide performance tracking systems
  - Share best practices
  - Assist in developing Operational Plans for VPP implementation
  - Assist with VPP application.

VPP Process

- VPP is a process, a culture, not an inspection
- There are four main elements to this process:
  - Management Leadership and Employee Involvement
  - Work Site Analysis
  - Hazard Prevention and Control
  - Safety and Health Training.

Stakeholder Involvement

VPP Element	Stakeholders
Management Leadership / Employee Involvement	- Service and MACOM Leadership - Senior Installation Leadership - Union Leadership - Personnel Directors - Contracting Office
Worksite Analysis	- Safety and Occupational Health Professionals - Industrial Hygienist or Bio-Environmental Personnel
Hazard Prevention and Control	- Emergency Management Coordinator - Fire Chief - Preventive Maintenance Process Owner - Information Technology assets
Training	- Supervisors and Training Departments

Management Leadership and Employee Involvement

Management Leadership

- Managers must provide visible leadership by:
  - Demonstrating established solid communication throughout the organization
  - Establishing safety and health goals
  - Developing objectives for meeting the goals.

Employee Involvement

- The site culture must enable and encourage employee involvement in at least three meaningful ways, such as:
  - Participating in committees, audits, investigations, etc.
  - Contributing to the resolution of identified safety concerns
  - Conducting peer training.
- The site must demonstrate an understanding of basic VPP principles.

Involvement must be in addition to the basic right to report hazards and to have issues addressed.

Contract Workers

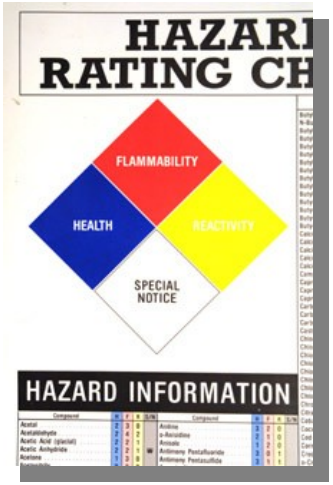
- VPP site contractor programs must include a documented oversight and management system that ensures the contractor's site employees are provided effective protection.

- VPP sites are expected to encourage contractors to develop effective safety and health program management systems.

Work Site Analysis

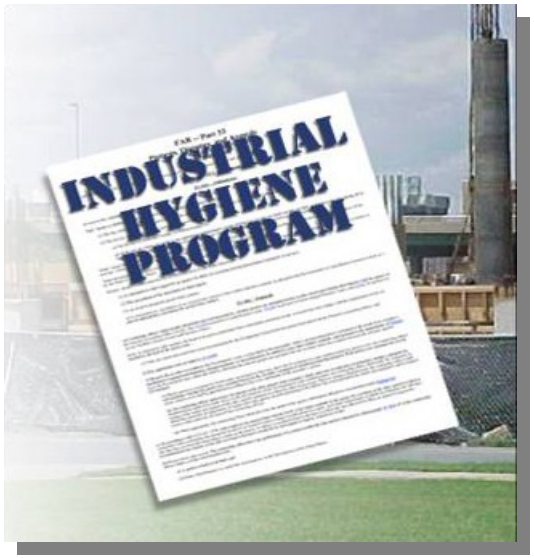
Work Site Analysis

- Management of safety and health programs must begin with a thorough understanding of all hazards and the ability to recognize and correct hazards as they arise.



Work Site Analysis

- Worksite analysis includes the following systems and methods:
  - Baseline Safety/Health Hazard Analyses
  - Hazard Analysis of routine tasks (JHA/JSA)
  - Pre-use Analysis
  - Routine Inspections
  - Employee Hazard Reporting System
  - Industrial Hygiene
  - Accident/Incident Investigations
  - Trend Analysis.



Hazard Prevention and Control

Hazard Controls

- Site hazards identified during the worksite analysis process must be eliminated or controlled by developing and implementing appropriate systems
- The hazard controls must be understood and followed by affected parties, and appropriate to the hazard and size of the worksite
- Adequate professional expertise must be utilized in worksite analysis and in developing and implementing hazard controls.

Hazard Elimination or Controls

- The following hierarchy should be used in selecting actions to eliminate or control hazards:

Safety and Health Training

Safety and Health Training

- Managers, supervisors, and non-supervisory employees including contractors:
  - Must be made aware of hazards
  - Must receive training on:
    - Recognizing hazardous conditions
    - Signs and symptoms of workplace-related illnesses
    - Methods to control known hazards.

Safety and Health Training

- Job specific training is required for employees who conduct:
  - Hazard recognition
  - Self-inspections
  - Accident/incident investigations
  - Job hazard analyses, etc.

Safety and Health Training

- Minimum Requirements for new employee training:
  - Hazards at the site
    - Protective measures
  - Emergency evacuation
  - Employee rights under OSHA
  - VPP fundamentals.

Leadership Role

Leadership Role

- Promote cultural change
  - Support employee-centric program
  - Engage VPP mentors to accelerate change
  - Incorporate VPP objectives into performance expectations.
- Provide senior level visible support
  - Active participation
  - Adequate resources.

Leadership Role

- Monitor Progress
  - Establish milestones
  - Celebrate achievements.
- Change Management
  - Sustain through Leadership changes.

Summary

In this section you learned about:

- Background information on VPP
- VPP Star
- VPP benefits and current statistics
- Current participants in VPP
- The four elements of the VPP Process
- The role of Leadership in supporting VPP.

References

- For more information please refer to the following sites:

  – Voluntary Protection Programs Center of Excellence:

  http://www.vppcx.org

  – Occupational Safety and Health Association:
  http://www.osha.gov/

  – Voluntary Protection Programs Participants

  Association: http://www.vpppa.org/

  – Voluntary Protection Program at Rock Island Arsenal:

  https://home.ria.army.mil/sites/safety/DoD_VPP_at_RIA.htm

Questions?